#	В	VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA) / VOLUNTARY SEPARATION INCENTIVE PAY (VSIP)
1	Q. What is VSIP/VERA?	A. Voluntary Separation Incentive Pay (VSIP) is a tool whereby management can offer a monetary incentive to encourage employees to voluntarily separate by retiring or resigning rather than be subject to involuntary separation through RIF. Voluntary Early Retirement Authority (VERA) allows employees to retire prior to meeting normal age and service requirements. This too allows employees to voluntarily separate rather than face possible involuntary separation through RIF.
2	Q. Who is eligible for VSIP?	A. Employees whose voluntary separation with VSIP will result in saving an involuntary separation under RIF may be approved for VSIP.
3	Q. If you take a VSIP can you be reemployed as a contractor within 12 months?	A. A DoD employee, who receives a buyout, may not be reemployed by the Department (including NAF employment or through a personal services contact) for a 12-month period beginning on the effective date of the employee's separation. Question 9 on the DOD BRAC Transition website's FAQs provides information regarding what constitutes a personal services contract.
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